

Resolution No. 8-1935

Introduced: May 9, 1978

Adopted: May 9, 1978

COUNTY COUNCIL

FOR MONTGOMERY COUNTY, MARYLAND

Subject: Changes to the Uniform Salary Plan and Establishment of a Cost-of-Living Policy

WHEREAS, the County Personnel Regulations authorize the Chief Administrative Officer, subject to the approval of the County Council, to establish a general salary schedule for all merit system positions consisting of not more than forty (40) grades with a minimum and maximum salary for each grade; and

WHEREAS, a recommended salary schedule has been included in the budget approved by the County Executive; and

WHEREAS, the said salary schedule includes a recommendation to the County Council for an across-the-board 6.8% increase in the cost-of-living adjustment for current employees of the County government and affords current employees of the County government who have not reached the "G" step of the current pay plan an increment in the amount of 4% for satisfactory performance, and such employees are eligible to receive 4% increments for the period beginning the first salary interval after July 1, 1978 until the salary interval just prior to June 30, 1980; and

WHEREAS, any employee in the County government in the G step of the current pay schedule or in a longevity step of the G step of the current pay schedule will be eligible for a 2% increment for satisfactory performance and, further, that employees who would have been eligible for a longevity increment of 10, 14 or 18 years service shall be awarded a one-time cash award of 2% of base salary for service for the two year period beginning July 1, 1978 and ending June 30, 1980, such amount to be payable on the employee's normal longevity date; and

WHEREAS, any new employee of the County hired on or after July 1, 1978 shall be eligible for a 2% increment; and

WHEREAS, effective July 1, 1980, 2% increments shall be in effect for all employees; and

WHEREAS, it appears that inflationary trends shall continue to be part of and affect all aspects of our community; and

WHEREAS, County employees, as all other wage earners, experience a continuing reduction in their purchasing power as the cost-of-living escalates; and

WHEREAS, the County Council recognizes that it has a continuing responsibility in attempting to minimize the impact of these increases; and

WHEREAS, the County Council also realizes its continuing responsibility to the taxpayers of this County to maintain a sound fiscal policy regarding government operations -

NOW, THEREFORE, BE IT RESOLVED by the County Council for Montgomery County, Maryland, that the uniform salary plan consisting of forty grades with a minimum and maximum salary for each grade

recommended by the Chief Administrative Officer pursuant to Section 33-7 (b) of the Personnel Regulations as amended on May 9, 1978 by the County Council be and hereby is approved, effective the first salary period beginning on or after July 1, 1978; and

BE IT FURTHER RESOLVED that the County Council accepts the recommendations of the Chief Administrative Officer and the County Executive for a 6.8% across-the-board cost-of-living adjustment for current employees of the County government, such adjustment to commence the first pay period on or after July 1, 1978; and

BE IT FURTHER RESOLVED that the County Council accepts the recommendation of the Chief Administrative Officer for the administration of the new uniform pay plan as that relates to the employees who have not reached the G step as well as those employees who have reached or exceeded in longevity steps G step of the current pay plan, and, further, that the Council approves a one-time cash award of 2% of base salary for those employees of Montgomery County, Maryland who would have been eligible for a longevity increment of 10, 14 or 18 year's service for a two year period beginning the first pay period on or after July 1, 1978 and ending the pay period immediately preceeding June 30, 1980; and


BE IT FURTHER RESOLVED that the County Council accepts the recommendation of the Chief Administrative Officer that all employees hired in the employ of the Montgomery County government on or after July 1, 1978 shall be eligible for a 2% annual increment for satisfactory performance; and

BE IT FURTHER RESOLVED that it shall be the policy of the Montgomery County government, effective July 1, 1979, to adjust annually the uniform salary plan for all classified employees of the merit system of the Montgomery County government based on not less than seventy-five percent (75%) of the November Consumer Price Index for all urban consumers for the Washington, D.C. area; and

BE IT FURTHER RESOLVED that the County Council requests the County Executive to submit legislation for its consideration to provide by local law for the implementation of the policy with regard to the annual uniform salary plan adjustment as aforementioned.

A True Copy

ATTEST

  
Anna P. Spates, Secretary  
of the County Council for  
Montgomery County, Maryland